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PROGRAMME BUDGET FOR THE BIENNIUM 1994-1995

Staffing and functions of the Office of the United Nations High Commissioner for Human Rights and of the Centre for Human Rights

Report of the Secretary-General

1. In its resolution 48/228 A of 23 December 1993, the General Assembly approved the proposals of the Secretary-General for the staffing resources of the Centre for Human Rights as contained in the proposed programme budget for the biennium 1994-1995. At the same time, the Assembly requested the Secretary-General to provide to it at its resumed forty-eighth session the information which the Advisory Committee on Administrative and Budgetary Questions had requested in its report on the proposed programme budget for the biennium 1994-1995 (A/48/7). The Advisory Committee had requested information on the questions of the redeployment, conversion and creation of posts, and had specified that that information should include a clear table indicating current posts, the precise description of the functions to be performed with regard to the 55 posts involved (24 new, 19 redeployed and 12 converted), an explanation of the programmatic justifications of the redeployment and an update of what had been going on in the Third Committee with regard to the World Conference on Human Rights. The present report provides the information requested.

2. In addition to approving the proposals of the Secretary-General for the staffing resources of the Centre for Human Rights for 1994-1995, the General Assembly also took action at its forty-eighth session in respect of resolutions which it adopted on the recommendation of the Third Committee. By its resolution 48/141 of 20 December 1993 the Assembly established the post of the United Nations High Commissioner for Human Rights and defined his responsibilities. In connection with the adoption of that resolution, the Secretary-General submitted a statement of programme budget implications

(A/C.5/48/61) indicating that, while the High Commissioner would draw on the resources of the Centre to fulfil his tasks, a number of additional posts would nevertheless need to be established, one Under-Secretary-General, 2 P-5 and 3 General Service posts, and operational funds would be required totalling $1,471,400. The assembly did not approve the establishment of these posts. However, the Secretary-General was authorized to enter into all the commitments necessary within the above amount in respect of the full implementation of the activities envisaged in resolution 48/141. Such additional appropriation as might be necessary and not to exceed $1,471,400 would be considered by the Assembly at its resumed forty-eighth session.

3. In its resolution 48/121 of 20 December 1993 the General Assembly, on the recommendation of the Third Committee, endorsed the Vienna Declaration and Programme of Action 1/ adopted by the World Conference on Human Rights. In a related statement of programme budget implications (A/C.5/48/46), the Secretary-General indicated that 1 P-5, 1 P-5 and 2 General Service posts would be required, as well as operational funds totalling $1,167,500. The Assembly did not approve the establishment of these posts. However, the Secretary-General was authorized to enter into all the commitments necessary within the above amount in respect of the full implementation of the activities envisaged in resolution 48/121. Such additional appropriation as might be necessary and not to exceed $1,167,500 would be considered by the Assembly at its resumed forty-eighth session.

4. The United Nations High Commissioner for Human Rights was appointed by the Secretary-General and his appointment was approved by the General Assembly in its decision 48/321 of 14 February 1994. He took up his duties on 31 March 1994. In the limited amount of time since his appointment, it has not been possible for him to complete a review of the current organizational arrangements for his Office, in particular, and for the Centre as a whole, or to assess fully his requirements. In the light of experience gained in the forthcoming months, additional proposals, as necessary, will be submitted to the Assembly at its forty-ninth session. In the meantime, the Secretary-General will ensure that the High Commissioner will have at his disposal the resources necessary to enable him to discharge his functions.

5. The table contained in the annex to the present report provides information on the functions of all the posts of the Centre for Human Rights as included in the proposed programme budget and approved by the General Assembly, as well as those whose establishment was sought in the context of statements of programme budget implications and for which the Secretary-General has been authorized to enter into commitments.

Notes

1/ A/CONF.157/24 (Part I), chap. III.

ANNEX

Staffing of the Office of the United Nations High Commissioner for Human Rights and of the Centre for Human Rights

Level and title	Post status	Subprogramme	Functions	Observations
			Office of the High Commissioner for Human Rights	
USG, United Nations High Commissioner for Human Rights	Proposed in A/C.5/48/61	Overall	Responsible for United Nations Human Rights activities in accordance with General Assembly resolution 48/141.	By its resolution 48/141 the General Assembly decided to establish a post of United Nations High Commissioner for Human Rights with principal responsibility for human rights activities carried out by the United Nations.
P-5 Special Assistant	Proposed in A/C.5/48/61	Overall	Assists the High Commissioner in all activities within his mandate on both substantive and organizational matters.	
P-5 Representative of High Commissioner at Headquarters	Proposed in A/C.5/48/61	Overall	Represents the High Commissioner and the Centre at Headquarters, coordinates activities relating to High Commissioner and the Centre in New York.	
GS Secretary	Proposed in A/C.5/48/61	Overall	Provides secretarial services to the High Commissioner.	
GS Secretary	Proposed in A/C.5/48/61	Overall	Provides secretarial services to the High Commissioner and the Special Assistant.	
GS Secretary	Proposed in A/C.5/48/61		Provides secretarial services to the Representative of the High Commissioner in New York.	
			Office of the Assistant Secretary-General for Human Rights	
ASG	Established	Overall	Directs the Centre for Human Rights, responsible to the High Commissioner for the overall management of the Centre.	

Level and title	Post status	Subprogramme	Functions	Observations
D-2	Established	Overall	Assists in the overall management of the Centre for Human Rights and in the implementation of its policies. Supervises the International Instruments Branch.	
GS Assistant/ secretary	Established	Overall	Provides secretarial services to the Assistant Secretary-General.	
GS Assistant/ secretary	Established	Overall	Provides secretarial services to the Office of the Assistant Secretary-General.	
			Administrative Unit	
P-3 Administrative Officer	Established	Overall	Provides administrative services to the Centre and liaison with the United Nations Office at Geneva in this respect.	
GS Administrative Clerk	Established	Overall	Responsible for various administrative tasks in connection with the Centre's everyday operations.	
GS Administrative Clerk	Established	Overall	Responsible for various administrative tasks in connection with the Centre's everyday operations.	
			New York Office	
P-4 First Human Rights Officer	Established	Overall	Chief of the Liaison Office at Headquarters. Assists, inter alia, in the representation of the Centre at meetings of policy making organs in New York as well as in the Centre's relations with the Secretariat at Headquarters and with Permanent Missions.	
GS Secretary	Established	Overall	Provides secretarial assistance to the Chief of the New York Office. Responsible for documents of the Office.	

Level and title	Post status	Subprogramme	Functions	Observations
GS Administrative Clerk	Established	Overall	Responsible for various administrative tasks in connection with the New York Office's operations.	
			Communications Branch	
D-1 Principal Human Rights Officer	Established	1 -- 2	Chief of Branch. Responsible for direction, coordination, organization, management and supervision of the work carried out under established procedures for dealing with complaints about alleged violations of human rights and fundamental freedoms.	
P-5 Senior Human Rights Officer	Established	1 -- 2	Responsible for the daily work under treaty-based procedures, for drafting the case-law of treaty bodies under individual complaints procedures and for the four treaty-based United Nations complaints procedures in the field of human rights.	
P-4 First Human Rights Officer	Established	1 -- 2	Supervises and coordinates the work relating to the handling of communications and the preparation of documents under the confidential procedure governed by ECOSOC resolution 1503 (XLVIII).	
P-3 Human Rights Officer	Established	1 -- 2	Implements the procedures pertaining to the individual complaints under the Optional Protocol to the International Covenant on Civil and Political Rights and the International Convention on the Elimination of All Forms of Racial Discrimination.	
P-2 Associate Human Rights Officer	Established	1 -- 2	Implements the procedures pertaining to individual complaints under the Optional Protocol to the International Covenant on Civil and Political Rights and the International Convention on the Elimination of All Forms of Racial Discrimination.	

Level and title	Post status	Subprogramme	Functions	Observations
P-2 Associate Human Rights Officer	Established	1 --- 2	Implements the procedures pertaining to the individual complaints under the Optional Protocol to the International Covenant on Civil and Political Rights.	
P-4 First Human Rights Officer	Converted	1 --- 2	Services the monitoring bodies of the Human Rights Committee and its Working Group on Communications. Coordinates and carries out duties pertaining to the individual complaints procedure under the Optional Protocol to the International Covenant on Civil and Political Rights.	The increase in the number of communications without an increase in human resources has led to thousands of communications received by the Branch being filed away every year without any action. The work under the individual complaints procedure governed by the Optional Protocol to the International Covenant on Civil and Political Rights has also suffered as a result of insufficient resources. The communications under the "1503" procedure received in 1993 were 280,000 as compared to an average of 100,000 communications received per year previously. The pending cases under the Optional Protocol to the International Covenant on Civil and Political Rights were 124 in 1990, 138 in 1992 and 154 in 1993. In 1991, 51 States had become parties to the Optional Protocol; in December 1993 there were 73 States parties with a commensurate increase in the State reports that must be handled.
P-3 Human Rights Officer	Converted	1 --- 2	Processes communications concerning alleged violations of human rights under the confidential procedures governed mainly by ECOSOC resolution 1503 (XLVIII).	
P-3 Human Rights Officer	Redeployed	1 --- 2	Processes communications concerning alleged violations of human rights under the confidential procedures governed mainly by ECOSOC resolution 1503 (XLVIII).	
P-2 Associate Human Rights Officer	Redeployed	1 --- 2	Implements the procedures pertaining to the individual complaints under the Optional Protocol to the International Covenant on Civil and Political Rights. Responsible for documents issued under various confidential procedures dealing with communications.	
GS Secretary	Established	1 -- 2	Carries out clerical duties as Secretary to the Chief of Branch. Assists in various administrative tasks.	
GS Administrative Clerk	Established	1 -- 2	Responsible for production, safe-keeping and distribution of all confidential documents, case-files and records.	

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Level and title	Post status	Subprogramme	Functions	Observations
GS Administrative Clerk	Established	1 -- 2	Carries out clerical duties in the processing of communications under confidential treaty based procedures for the handling of individual complaints.	
GS Administrative Clerk	Established	1 -- 2	Carries out clerical duties in the processing of communications concerning alleged violations of human rights under the confidential procedure governed by ECOSOC resolution 1503 (XLVIII).	
GS Administrative Clerk	Converted	1 -- 2	Carries out clerical duties in the processing of communications concerning alleged violations of human rights under the confidential procedure governed by ECOSOC resolution 1503 (XLVIII). Assists in the documentation pertaining to the procedure.	These additional posts deal with the increased number of communications under the "1503" procedure. In 1993, 280,000 communications were received as compared to an average of 100,000 received per year previously. These posts also assist in the preparation of pre-session, in-session and post-session documentation pertaining to the procedure (over 150 documents of over 3,000 pages per year) and in servicing of the bodies concerned.
GS (1503 procedure)	Converted	1 -- 2	Carries out clerical duties in the processing of communications concerning alleged violations of human rights under the confidential procedure governed by ECOSOC resolution 1503 (XLVIII). Assists in the documentation pertaining to the procedure.	
GS (1503 procedure)	New	1 -- 2	Carries out clerical duties in the processing of communications concerning alleged violations of human rights under the confidential procedure governed by ECOSOC resolution 1503 (XLVIII). Assists in the documentation pertaining to the procedure.	
GS (Treaty-based procedure)	New	1 -- 2	Carries out clerical duties in the processing of communications concerning alleged violations of human rights under the procedure governed by the Optional Protocol to the International Covenant on Civil and Political Rights. Assists in the documentation pertaining to the procedure.	The post deals with the increased number of communications under the Optional Protocol to the International Covenant on Civil and Political Rights and other procedures and the preparation of documentation (over 300 documents of over 2,000 pages per year).

Level and title	Post status	Subprogramme	Functions	Observations
			Special Procedures Branch	
D-1 Principal Human Rights Officer	New	1 --- 3	Responsible for direction, coordination, organization, management and supervision of work regarding implementation of mandates assigned by intergovernmental bodies to working groups, rapporteurs, representatives and experts or to the Secretary-General concerning human rights in certain countries or concerning thematic issues, including field missions for the monitoring of human rights.	This new post has been assigned to the Special Procedures Branch in order to respond to the expansion of its activities.
P-5 Senior Human Rights Officer	Established	1 --- 3	Responsible for the implementation of mandates concerning human rights situations in certain countries or concerning thematic issues, including related field missions and the monitoring of human rights violations. Replaces the Chief of Branch during his/her absence.	
P-3 Human Rights Officer	Established	1 --- 3	Serves as Secretary of the Working Group on Enforced or Involuntary Disappearances. In addition, provides substantive services to the Special Rapporteur on Haiti.	
P-3 Human Rights Officer	Established	1 --- 3	Serves as Secretary of the Special Committee to Investigate Israeli Practices Affecting the Human Rights of the Palestinian People and other Arabs of the Occupied Territories.	
P-3 Human Rights Officer	Established	1 --- 3	Responsible for substantive services to the Special Rapporteur on the question of Torture and the Special Rapporteur on Cuba.	

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Level and title	Post status	Subprogramme	Functions	Observations
P-3 Human Rights Officer	Established	1 --- 3	Responsible for substantive services to the Special Representative on the Islamic Republic of Iran, the Special Rapporteur on Equatorial Guinea and the Independent Expert on El Salvador.	
P-3 Human Rights Officer	Established	1 --- 3	Responsible for substantive services of the Special Rapporteurs on Iraq and on Myanmar. Also assists the Working Group on Enforced or Involuntary Disappearances.	
P-3 Human Rights Officer	Established	1 --- 3	Responsible for various activities under mandates entrusted to the Secretary-General. Also assists the Working Group on Enforced or Involuntary Disappearances.	
P-2 Associate Human Rights Officer	Established	1 --- 3	Assists in the implementation of mandates concerning human rights situations in certain countries, or thematic mandates on various human rights phenomena.	
P-4 First Human Rights Officer	Converted	1 --- 3	Serves as Secretary of the Ad Hoc Working Group on southern Africa; services reporting obligations of the Secretary-General on the human rights situation in Bougainville.	The assignments to staff members in this Branch are formulated to take into account the patterns of special procedures mandates, which may vary from year to year depending on the decisions adopted by the Commission on Human Rights. In principle, one staff member is assigned one mandate, depending on the work involved. Country mandates are normally for one year and thematic mandates for 2-3 years. Therefore, the assignment of mandates to staff members changes according to the decisions of the Commission on Human Rights every year. The special procedures mandates have sharply increased in 1992 and 1993. In 1992 there were seven new mandates (internally displaced persons, Equatorial Guinea, Haiti, Myanmar, Yugoslavia, civil
P-4 First Human Rights Officer	Converted	1 --- 3	Serves as Secretary of the Working Group on Arbitrary Detention. Responsible for the preparation of the report by the Secretary-General on East Timor.	
P-3 Human Rights Officer	Converted	1 -- 3	Responsible for substantive services to the Special Rapporteur on Afghanistan. Assists the Working Group on Enforced or Involuntary Disappearances.	

Level and title	Post status	Subprogramme	Functions	Observations
P-3 Human Rights Officer	Converted	1 --- 3	Responsible for substantive services to special rapporteurs, representatives and/or working groups. Assists in the activities under the extended mandate of the Special Rapporteur on Iraq.	defence forces and East Timor); in 1993 there were six new mandates assigned to this Branch (Occupied Arab territories, including Palestine, the Sudan, human rights and forensic science, Togo, Zaire and Bougainville). In addition, mandates have increased in scope requiring mandated field missions, "urgent action appeals", direct contacts with alleged victims of violations, interested non-governmental organizations and relevant Governments and expanded field operations in the former Yugoslavia. This has also added to the workload. This situation has required both the conversion of temporary assistance to established posts as well as additional staff.
P-4 First Human Rights Officer	Redeployed	1 --- 3	Responsible for substantive services to special rapporteur as well as for preparation of thematic reports of the Secretary-General.	See above.
P-3 Human Rights Officer	Redeployed	1 --- 3	Responsible for a number of country situations examined by the Working Group on Enforced or Involuntary Disappearances and for the preparation of the report of the Secretary-General on Cyprus.	
P-2 Associate Human Rights Officer	Redeployed	1 --- 3	Responsible for a number of country situations examined by the Working Group on Enforced or Involuntary Disappearances as well as for disappearances under the mandate of the Special Rapporteur on the former Yugoslavia.	
P-2 Associate Human Rights Officer	Redeployed	1 --- 3	Responsible for substantive services of the Special Rapporteur on extrajudicial, summary or arbitrary executions.	

Level and title	Post status	Subprogramme	Functions	Observations
P-3 Human Rights Officer	New	1 --- 3	Responsible for the implementation of mandates assigned by the intergovernmental bodies concerning human rights situations in certain countries or thematic mandates on various human rights phenomena.	
P-3 Human Rights Officer	New	1 --- 3	Responsible for the implementation of mandates assigned by the intergovernmental bodies concerning human rights situations in certain countries or thematic mandates on various human rights phenomena.	
P-3 Human Rights Officer	New	1 --- 3	Responsible for the implementation of mandates assigned by the intergovernmental bodies concerning human rights situations in certain countries or thematic mandates on various human rights phenomena.	
			Team for the former Yugoslavia	
P-5 Senior Human Rights Officer	Redeployed	1 --- 3	Responsible for the implementation of the mandate given the Special Rapporteur on the situation of human rights in the territory of the former Yugoslavia.	Five posts from the regular budget were assigned to assist the Special Rapporteur in fulfilling his mandate on the former Yugoslavia (see Revised Estimates for the Programme Budget for the Biennium 1992-1993, A/C.5/47/71). The team assisting the Special Rapporteur is structured as follows:
P-4 First Human Rights Officer	Redeployed	1 --- 3	Coordinator of the activities of the field office.	
P-3 Human Rights Officer	Redeployed	1 --- 3	Responsible for the human rights situation of a geographical area within the mandate of the Special Rapporteur on the human rights situation in the territory of the former Yugoslavia.	The team is headed in Geneva, under the supervision of the Chief of the Special Procedures Branch, by one senior human rights officer, who is assisted by one human rights officer with special responsibility for Bosnia and Herzegovina. Another human rights officer in Geneva is responsible for the "special process" concerning missing persons in the former Yugoslavia, which falls under the joint responsibility of the Special Rapporteur and a member of the Working Group on Enforced or

Level and title	Post status	Subprogramme	Functions	Observations
P-3 Human Rights Officer	Redeployed	1 --- 3	Responsible for the human rights situation of a geographical area within the mandate of the Special Rapporteur on the human rights situation in the territory of the former Yugoslavia.	Involuntary Disappearances. Field officers are currently stationed in Zagreb and Skopje and other field offices may open in Belgrade and Sarajevo when local circumstances permit. The purpose of the field operation is the provision to the Special Rapporteur, through and under the direction of the Geneva based staff, of first-hand timely reports on observance or violations of human rights throughout the five countries covered by the mandate of the Special Rapporteur.
P-3 Human Rights Officer	Redeployed	1 --- 3	Responsible for monitoring a theme or the human rights situation of a geographical area, within the mandate of the Special Rapporteur on the human rights situation in the territory of the former Yugoslavia.	
GS Secretary	Established	1 --- 3	Provides secretarial support to the Special Committee to Investigate Israeli Practices Affecting the Human Rights of the Palestinian People and Other Arabs of the Occupied Territories. Assists various special rapporteurs.	
GS Secretary	Established	1 --- 3	Provides secretarial support to the Working Group on Enforced or Involuntary Disappearances and to the Special Rapporteur on El Salvador.	
GS Secretary	Established	1 --- 3	Provides secretarial support to the Working Group on Enforced or Involuntary Disappearances and to the activities under the mandate on Cyprus entrusted to the Secretary-General.	
GS Secretary	Established	1 --- 3	Provides secretarial support to the ad hoc Working Group of Experts on Southern Africa.	
GS Secretary	Converted	1 --- 3	Provides secretarial support to the Working Group on Arbitrary Detention and to the activities under the mandate on East Timor entrusted to the Secretary-General.	Mandates of this type have been given and extended on a regular basis and the number has increased in the recent past. This has led to the need to seek the conversion of temporary assistance to established posts as staff who had been serving on temporary assistance have gained experience and to the establishment of new posts.

Level and title	Post status	Subprogramme	Functions	Observations
GS Secretary	Converted	1 --- 3	Provides secretarial support to the Special Rapporteurs on arbitrary executions and on internally displaced persons.	
GS Secretary	Converted	1 --- 3	Provides secretarial support to the Special Rapporteur on Equatorial Guinea and to the various activities under the mandates entrusted to the Secretary-General.	
GS Secretary	Converted	1 --- 3	Provides secretarial support to the Special Rapporteurs on Torture and on Cuba.	
GS Secretary	New	1 --- 3	Provides secretarial support to the Special Rapporteurs on Iraq and the Sudan.	See above.
GS Secretary	New	1 --- 3	Provides secretarial support to the Special Rapporteur on Afghanistan and to the activities under the mandates on Togo and Zaire entrusted to the Secretary-General.	
GS Secretary	New	1 --- 3	Provides secretarial support to the Special Representative on the former Yugoslavia and to the activities under the mandate on human rights and forensic science entrusted to the Secretary-General.	
GS Secretary	New	1 --- 3	Provides secretarial support to the Special Representative on the former Yugoslavia and to the activities under the mandate on civil defence forces entrusted to the Secretary-General.	
GS Secretary	New	1 --- 3	Provides secretarial support to the Special Rapporteur on Iran and to the activities under the mandate on acts of violence entrusted to the Secretary-General.	

Level and title	Post status	Subprogramme	Functions	Observations
GS Secretary	New	1 --- 3	Provides secretarial support to the Special Rapporteur on the Occupied Arab Territories, including Palestine and to the activities under the mandate on the situation in occupied Palestine entrusted to the Secretary-General.	
GS Secretary	New	1 --- 3	Provides secretarial support to the Special Rapporteur on Myanmar and to the activities under the mandate on Bougainville entrusted to the Secretary-General.	
			International Instruments Branch	
P-5 Senior Human Rights Officer	Established	1	Chief of Branch. Responsible for planning and organizing as well as reviewing, coordinating and supervising the work of the Branch, which includes, inter alia, support for the activities of human rights treaty-monitoring bodies.	
P-5 Senior Human Rights Officer	Established	1	Responsible for reviewing and monitoring implementation of the resolutions of intergovernmental bodies dealing with conventions on human rights and the reporting obligations of State parties. Coordinates substantive activities relating to the implementation of the Vienna Declaration and Programme of Action.	
P-4 First Human Rights Officer	Established	1	Serves as Secretary of the Committee against Torture. Responsible for reviewing and monitoring implementation of General Assembly, ECOSOC and Commission on Human Rights resolutions dealing with United Nations conventions on human rights and the reporting obligations of States parties.	

Level and title	Post status	Subprogramme	Functions	Observations
P-4 First Human Rights Officer	Established	1	Serves as Secretary of the Committee on the Rights of the Child. Responsible for reviewing and monitoring implementation of General Assembly, ECOSOC and Commission on Human Rights resolutions dealing with United Nations conventions on human rights and the reporting obligations of States parties.	
P-4 First Human Rights Officer	Established	1	Plans, coordinates, administers and supervises all actions required for the functioning of the secretariat of the United Nations Voluntary Fund for Victims of Torture and its Board of Trustees.	
P-3 Human Rights Officer	Established	1	Responsible for reviewing and monitoring activities relating to the implementation of the Convention on the Rights of the Child.	
P-2 Associate Human Rights Officer	Established	1	Responsible for reviewing and monitoring activities relating to the implementation of the International Covenant on Civil and Political Rights.	
P-2 Associate Human Rights Officer	Established	1	Reviews and monitors activities relating to the implementation of the International Covenant on Economic, Social and Cultural Rights. Assists in the substantive work of and servicing the meetings of human rights treaty-based bodies.	
P-2 Associate Human Rights Officer	Established	1	Assists in servicing the meetings of the committees of experts established to monitor the implementation of international human rights instruments.	

Level and title	Post status	Subprogramme	Functions	Observations
P-2 Associate Human Rights Officer	Established	1	Assists in monitoring activities relating to the implementation of the Convention on the Rights of the Child. Assists in the substantive work and servicing of the meetings of human rights treaty-based bodies.	
P-4 First Human Rights Officer	Redeployed	1	Serves as Secretary of the Committee on Economic, Social and Cultural Rights. Responsible for reviewing and monitoring implementation of General Assembly, ECOSOC and Commission on Human Rights resolutions dealing with United Nations conventions on human rights and the reporting obligations of States parties.	The work-load under the international instruments mandates has increased sharply during the last several years. The human rights treaty-monitoring bodies have doubled from 3 in 1985 to 6 in 1993. The States parties to human rights instruments have increased from 375 in 1985 to 580 in 1991, while in December 1993 they reached 720. This has led to the increase in the State reports that must be handled, and a significant increase in the number and duration of meetings that must be serviced. In addition, the tasks of the staff - analytical, legal or research - have been made more complex as a result of qualitative changes in the approaches and methods of work of the treaty bodies, as well as in the scope of their definition (i.e. within-region consultations by the Committee on the Rights of the Child; good offices mission by the Committee on the Elimination of Racial Discrimination to Yugoslavia; field inquiry missions under article 20 of the Convention against Torture by the Committee against Torture). In particular, in the context of the Third Decade to Combat Racism and Racial Discrimination, the Committee on the Elimination of Racial Discrimination has expanded its activities, including coordination with other United Nations bodies, concluding observations in the reports, etc.
P-3 Human Rights Officer	Redeployed	1	Serves as Secretary of the Committee on the Elimination of Racial Discrimination. Responsible for reviewing and monitoring implementation of General Assembly, ECOSOC and Commission on Human Rights resolutions dealing with United Nations conventions on human rights and the reporting obligations of States parties.	
P-4 First Human Rights Officer	New	1	Serves as Secretary of the Human Rights Committee. Responsible for reviewing and monitoring implementation of General Assembly, ECOSOC and Commission on Human Rights resolutions dealing with United Nations conventions on human rights and the reporting obligations of States parties.	

Level and title	Post status	Subprogramme	Functions	Observations
P-4 First Human Rights Officer	New	1	Serves as Secretary of the Committee against Torture. Responsible for monitoring and reviewing activities relating to the implementation of the Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment.	The States parties to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment adopted amendments by which the provisions dealing with extrabudgetary funding were reversed to regular budget funding. The General Assembly, by its resolution 47/111 of 16 December 1992, endorsed these amendments and requested the Secretary-General to include in the regular budget the financing of the activities of the Committee against Torture.
P-3 Human Rights Officer	New	1	Assists in servicing the meetings of the Committee against Torture. Assists in reviewing and monitoring the activities relating to the implementation of the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment.	
GS Secretary	Established	1	Provides secretarial support to the Human Rights Committee, including servicing sessions, assists in handling the Committee's documents.	
GS Secretary	Established	1	Provides secretarial support to the Committee on the Rights of the Child. Responsible for control, handling and distribution of documents submitted by the State parties.	
GS Secretary	Established	1	Provides secretarial support to the Committee on Economic, Social and Cultural Rights. Responsible for documentation control, handling and distribution.	
GS Secretary	Established	1	Provides secretarial support to the Group of Three on the International Convention on the Suppression and Punishment of the Crime of Apartheid. Responsible for documentation control, handling and distribution.	
GS Secretary	Established	1	Provides secretarial support to the Committee on the Elimination of Racial Discrimination. Responsible for documentation control, handling and distribution.	

Level and title	Post status	Subprogramme	Functions	Observations
GS Secretary	Established	1	Assists in organization and servicing of various regular and inter-sessional meetings of the committees and working groups. Provides assistance to the meetings of the chairpersons of treaty-monitoring bodies.	
GS Secretary	New	1	Provides secretarial support to the Committee against Torture including assistance to the confidential procedure under Article 20 of the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment.	These posts were established for the secretarial servicing of the Committee against Torture pursuant to General Assembly resolution 47/111.
GS Secretary	New	1	Responsible for the servicing of the meetings of the Committee against Torture and meetings of State parties, and for documentation control, handling and distribution.	
			Legislation and Prevention of Discrimination Branch	
D-1 Principal Human Rights Officer	Established	2 and 4	Chief of the Branch. Responsible for the direction, coordination, organization and management of the Branch.	
P-5 Senior Human Rights Officer	Established	2 and 4	Supervises the work relating to research and studies including the implementation of the resolutions and decisions of intergovernmental bodies in this field.	
P-4 First Human Rights Officer	Established	2	Supervises all the work relating to the prevention of discrimination. Supervises servicing working group meetings, seminars, workshops, etc.	

Level and title	Post status	Subprogramme	Functions	Observations
P-4 First Human Rights Officer	Established	4	Prepares and services the meetings of the Working Groups on Detention, and on the Draft Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment. Prepares documents and reports on subjects such as human rights and international peace, detention and the right to own property.	
P-4 First Human Rights Officer	Established	2	Serves as Secretary of the Subcommission on Prevention of Discrimination and Protection of Minorities and of various working groups; serves as Assistant Secretary of the Commission on Human Rights. Prepares documents and reports on subjects such as administration of justice and slavery.	
P-4 First Human Rights Officer	Established	2	Serves as Secretary of the Working Group on Indigenous Populations. Deals with the implementation of the programme concerning indigenous people.	
P-4 First Human Rights Officer	Established	2	In charge of the Coordination Unit. Coordinates servicing of meetings and prepares reports of the Commission on Human Rights, the Subcommission and their working groups. Coordinates logistical support for the operation; prepares performance evaluation reports and other managerial control work for the Branch.	
P-3 Human Rights Officer	Established	2	Services the meetings and seminars relating to the Committee on Economic, Social and Cultural Rights and the Working Group on the Right to Development. Prepares related documents and reports.	

Level and title	Post status	Subprogramme	Functions	Observations
P-2 Associate Human Rights Officer	Established	2	Services the Board of Trustees of the Voluntary Fund for Indigenous Populations, prepares training courses for indigenous people, fund-raising activities, liaises with the United Nations system.	
P-2 Associate Human Rights Officer	Established	2	Assistant Secretary to working groups and to technical meetings of experts. Assists special rapporteur of the Subcommission on Prevention of Discrimination and Protection of Minorities in the preparation of their reports/studies.	
P-2 Associate Human Rights Officer	Established	2 and 4	Conducts research and studies, drafts reports relating to the programmes to combat racism and racial discrimination, assists in the organization of sessions of policy-making organs.	
P-3 Human Rights Officer	Redeployed	2	Serves as Secretary of the Working Group on the Right to Development. The related work includes servicing of the Working Group, preparation of the pre-sessional and post-sessional reports of the Working Group to be submitted to the Commission on Human Rights, ECOSOC and the General Assembly, as well as preparation of the draft recommendations formulated by the Working Group relating to ways and means for the realization of the right to development by all States. Furthermore, undertakes coordination within the United Nations system on matters pertaining to the right to development and to economic, social and cultural rights, as well as contacts and meetings with intergovernmental organizations and international financial institutions such as the World Bank and the International Monetary Fund.	The Working Group on the Right to Development is a new mandate; it was established by the Commission on Human Rights in its resolution 1993/22 to study the obstacles in the implementation of the Declaration on the Right to Development and to recommend ways and means to overcome them. The mandated activities relate to research and studies on economic, social and cultural rights, including the question of debt and the negative effect of structural adjustment policies on human rights. The Working Group on the Right to Development held its first session from 8-19 November 1993, and its second session from 2-13 May 1994.

Level and title	Post status	Subprogramme	Functions	Observations
P-3 Human Rights Officer	Redeployed	2	Serves as Secretary of the Working Group on Contemporary Forms of Slavery. Prepares documents and reports on the question of slavery of and detained juveniles.	The Commission on Human Rights, on the basis of the increase of the work-load of the Centre on questions relating to slavery, which has expanded to cover issues such as trafficking in persons, sexual exploitation of women and children, the plight of minors involved in armed conflicts, etc., has requested the Secretary-General, by its resolution 1993/27, to reassign to the Working Group, as has been the case in the past, a full-time Professional staff member. In 1992 and 1993 six reports were prepared for the consideration of the Commission on Human Rights, the Subcommission and ECOSOC. The reports and the preparatory documents for the 1992 and 1993 sessions of the Working Group, of about 300 pages, should be added to the above.
P-3 Human Rights Officer	Redeployed	2	Prepares reports and studies as requested by the General Assembly, the Commission on Human Rights and the Subcommission on Prevention of Discrimination and Protection of Minorities relating to racism and racial discrimination. Services the meetings and seminars on national institutions. The work includes, inter alia, drafting of reports with respect to the implementation of the Programme of Action for the Third Decade to Combat Racism and Racial Discrimination requested by the General Assembly, ECOSOC, the Commission on Human Rights and the Subcommission (four reports per year); preparation of studies on issues relating to racism and racial discrimination (nine studies have been requested by the General Assembly for the Third Decade); assistance to the Special Rapporteur on contemporary forms of racism, racial discrimination,	The functions of the post fall within the framework of activities under the Third Decade to Combat Racism and Racial Discrimination, as mandated by General Assembly resolution 48/91.

Level and title	Post status	Subprogramme	Functions	Observations
			xenophobia and related intolerance in the field (three missions per year); organization of meetings and seminars (at least five meetings and three seminars per year).	
P-3 Human Rights Officer	New	1	Assists the Special Rapporteurs on religious intolerance, on freedom of expression and on the sale of children.	
P-5 Senior Human Rights Officer	Proposed in A/C.5/48/46	2	Acts as a focal point for coordination and supervision of all the activities relating to the Third Decade to Combat Racism and Racial Discrimination, including the activities relating to assistance to the Special Rapporteur on the monitoring of the transition to democracy in South Africa.	The Vienna Declaration and Programme of Action (para. 19 of section II) called for the elimination of racism and racial discrimination to be made a priority objective of the international community and for a world-wide promotion campaign in the field of human rights, as well for a strengthening of the efforts to implement the Programme of Action for the Third Decade to Combat Racism and Racial Discrimination, adopted by the General Assembly in its resolution 48/91. To ensure the full involvement of the United Nations in combating racism and racial discrimination, there is a need to establish a focal point at the P-5 level within the Centre. The objective of this post is to secure the highest possible quality of substantive support to various United Nations organs dealing with these complex issues by providing reliable advice and accurate information as well as effective consultation and coordination. The P-5 level officer will be responsible for coordination and monitoring of all activities within the Centre for Human Rights and would maintain liaison with agencies and institutes for developing common approaches on this subject (see document A/C.5/48/46).

Level and title	Post status	Subprogramme	Functions	Observations
P-4 First Human Rights Officer	Proposed in A/C.5/48/46	2	Acts as the focal point on issues relating to indigenous people.	The General Assembly proclaimed the International Decade of the World's Indigenous People, to begin from January 1994, and recommended that sufficient human and financial resources be provided to the Centre for Human Rights to enable it to carry out its activities relating to the indigenous people (resolution 48/163). In the statement of programme budget implications, the Secretary-General indicated that this post, as well as one General Service post, would be required in order to assist in the coordination of the programme of activities for the International Decade of the World's Indigenous People (document A/C.5/48/46).
GS Secretary	Established	2	Provides secretarial support in servicing the plenaries of the Commission on Human Rights and the Subcommission on Prevention of Discrimination and Protection of Minorities and to the meetings of working groups, seminars, workshops.	
GS Secretary	Established	2	Provides secretarial support in servicing the meetings of the Working Groups on Detention and on the Draft Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, assists in the preparation of documents and reports.	
GS Secretary	Established	2	Provides assistance in servicing of working groups and of technical meetings of experts. Assists Special Rapporteur of the Subcommission in the preparation of their reports/studies.	
GS Secretary	Established	2	Provides secretarial support to the Chief of Coordination Unit, assists in coordination and servicing of meetings and in preparation of reports.	

Level and title	Post status	Subprogramme	Functions	Observations
GS Secretary	Established	2	Provides secretarial support to the Working Group on Contemporary Forms of Slavery. Assists in the preparation of documents for the Third Decade to Combat Racism and Racial Discrimination.	
GS Secretary	Established	2	Provides secretarial support to the Special Rapporteurs on racism, racial discrimination and xenophobia and on violence against women.	
GS Secretary	New	2	Provides secretarial support to the Special Rapporteurs on religious intolerance, use of mercenaries and freedom of opinion.	These posts have been established in connection with the increased workload of the Centre in connection with new mandates and extension of existing mandates.
GS Secretary	New	2	Provides secretarial support to the Working Group on the Right to Development. Assists in preparation of reports of the economic, social and culture rights.	
GS Secretary	Proposed in A/C.5/48/46	2	Provides assistance to the focal point on indigenous populations, assists in servicing the Working Group on Indigenous Populations.	This post was included in the statement of programme budget implications to support the implementation of the mandates related to the Third Decade to Combat Racism and Racial Discrimination (A/C.5/48/46).
GS Secretary	Proposed in A/C.5/48/46	2	Provides assistance to the focal point for coordination of activities relating to the Third Decade to Combat Racism and Racial Discrimination.	This post was included in the statement of programme budget implications to support the implementation of the mandates related to the Third Decade to Combat Racism and Racial Discrimination (A/C.5/48/46).
			Technical Advisory Services and Publications Branch	
D-1 Principal Human Rights Officer	Established	3	Chief of Branch. Responsible for the direction, coordination, organization and management of the Branch.	

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Level and title	Post status	Subprogramme	Functions	Observations
P-5 Senior Human Rights Officer	Established	3	Overall supervision of the implementation of projects; supervises the work of project officers in their coordination with United Nations agencies and organizations as well as regional organizations.	
P-5 Senior Human Rights Officer	Established	3	In charge of the external relations and information activities. Supervises all the work assigned to these functions.	
P-4 First Human Rights Officer	Established	3	Responsible for technical assistance in Africa. Prepares and organizes missions, training courses and seminars.	
P-4 First Human Rights Officer	Established	3	Plans and organizes the Centre's policy on publications, teaching and training in the field of human rights. Responsible for planning and coordinating human rights publications. Focal point for the Centre for the coordination of draft agreements with host countries for seminars, training courses, etc.	
P-4 First Human Rights Officer	Established	3	Coordinates the Branch's activities in Latin America. In charge of the fellowships and internships programmes. Acts as the Centre's focal point for legal questions.	
P-4 First Human Rights Officer	Established	3	Developing and implementing existing and new country projects and thematic projects, and organization of meetings and field missions.	
P-4 First Human Rights Officer	Established	3	Responsible for the organization of advisory services.	

Level and title	Post status	Subprogramme	Functions	Observations
P-3 Human Rights Officer	Established	3	Responsible for the preparation and implementation of technical assistance projects in the Asian-Pacific region.	
P-3 Human Rights Officer	Established	3	Prepares and implements technical assistance projects.	
P-3 Human Rights Officer	Established	3	Assists in implementing the World Campaign for Human Rights and in developing the training and education programmes of the Centre.	
P-3 Human Rights Officer	Established	3	Responsible for organization of technical cooperation seminars, workshops and other training. Assists in the preparation of the Yearbook.	
P-3 Human Rights Officer	Redeployed	3	Project officer for several countries. Responsible for programme development in fields such as the administration of justice and elections. Drafting of training manuals.	The programme of Advisory Services and Technical Cooperation in the Field of Human Rights continues to grow and to develop activities to assist national authorities - at the request of the Governments - in the protection and promotion of human rights. Requests for assistance by Governments cannot always be fulfilled. The technical cooperation projects have increased from 2 in 1985 to 38 in 1992 while in 1993, 46 projects were completed and 22 are still under completion. Assistance has grown in areas such as the provision of advisory services for the inclusion of human rights norms in national constitutions. Another component of the programme which has seen an increase in its activities is legislative reform assistance, which has included penal codes, codes of criminal procedure, as well as strengthening of national institutions.
P-2 Associate Human Rights Officer	Redeployed	3	Drafts publications on the administration of justice; assists in the administration of the Human Right Journal.	
P-2 Associate Human Rights Officer	Redeployed	3	Assists in the administration of financial resources for technical cooperation projects, including the Voluntary Fund for Technical Cooperation.	

Level and title	Post status	Subprogramme	Functions	Observations
GS Secretary	Established	3	Deals with administrative, financial and secretarial tasks of the Branch.	
GS Secretary	Established	3	Provides secretarial and administrative support in the preparation of draft projects, budgets and reports.	
GS Secretary	Established	3	Assists in activities related to the World Information Campaign, responsible for documentation, control and correspondence.	
GS Secretary	Established	3	Provides secretarial support to the programme of regular advisory services activities. Keeps rosters of experts, consultants, etc.	
GS Secretary	Established	3	Provides secretarial and administrative support to training activities, including workshops, seminars and fellowship programme.	
GS Secretary	New	3	Deals with administrative and secretarial activities related to external relations and publications.	These posts have been established in connection with the new mandates and extended activities under technical cooperation and advisory services.
GS Secretary	New	3	Provides secretarial and administrative support in relation to agreements with States. Assists experts on the situation of human rights in Guatemala.	
GS Secretary	New	3	Responsible for secretarial assistance to projects related to Africa. Assists in the administration of projects.	

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PROGRAMME BUDGET FOR THE BIENNIUM 1994-1995

CONTINUED UNITED NATIONS HUMAN RIGHTS PRESENCE IN CAMBODIA

Report of the Secretary-General

1. Following consideration of the revised estimates regarding the implementation of Economic and Social Council decision 1993/254 of 28 July 1993 relating to the continued United Nations human rights presence in Cambodia, the General Assembly, on the recommendation of the Advisory Committee on Administrative and Budgetary Questions (ACABQ), appropriated an amount of $550,000 pending the submission of a report providing detailed justifications. The present report provides information on the programme of human rights activities in Cambodia and contains estimates in the amount of $1,834,100 for 1994-1995 together with additional justifications.

A. Programme of human rights activities and summary of the activities implemented in the period from 1 October 1993 to 28 February 1994

2. Within the framework of the mandate established by decision 1993/254, the Centre for Human Rights has elaborated a programme of activities taking into account the experience of the Human Rights Component of the United Nations Transitional Authority in Cambodia (UNTAC), the assessment of the human rights situation in the country made by the Special Representative of the Secretary-General on the situation of human rights in Cambodia and by the Centre for Human Rights, through several missions to Cambodia, as well as the requests of the newly elected Cambodian Government.

3. The activities proposed in the programme have been extensively discussed with the Cambodian authorities and copies of the programme were submitted by the Special Representative of the Secretary-General, during his mission to the country in January 1994, to the two Prime Ministers, the Deputy Prime Minister

and Minister for Foreign Affairs and Cooperation, the ministers of Justice; of Information; of Education; the two co-Ministers of Interior as well as other senior officials of the Government. Those discussions were complementary to the consultations held by the Centre with the newly established Government of Cambodia in October/November 1993 regarding the operational presence of the Centre for Human Rights in Cambodia.

4. The main activities of the programme, under the objectives established by the Commission on Human Rights, are described below and will be financed mainly under the Trust Fund for a Human Rights Education Programme in Cambodia. An appeal for funds was launched on 23 November 1993 and so far some $800,000 has been received.

1. Development and management of educational programmes

5. Information materials will be developed in order to foster respect and understanding of human rights among the general public and specific target groups and to create support for the realization of democratic reforms and the establishment of democratic institutions. Such materials will include posters, leaflets and other kinds of publications, as appropriate, and will aim to make the general and non-specialized public aware of human rights and of the mechanisms available at both the national and international levels for their protection.

6. The Centre will also produce audio and video materials on human rights. These have proved to be very successful in stimulating the interest of non-specialized groups in human rights issues. They are especially crucial to information activities targeted to groups at lower literacy levels. In addition, they are of great value to national non-governmental organizations (NGOs) for training purposes. Arrangements are being initiated in order to broadcast short programmes on human rights on national radio stations.

7. Information materials on specific human rights issues and/or targeted to special groups will also be produced, including information kits for media representatives, training materials for law enforcement officials, members of the judiciary, health personnel and other suitable groups.

8. The Centre will continue the translations into Khmer of international human rights instruments and of several of the Centre's publications, such as the Human Rights Fact Sheets series and the United Nations Manual on Reporting Obligations. The Compilation of International Instruments, already published in Khmer, is being updated and reprinted. Some of these activities are being carried out through a local NGO which has already been involved in similar tasks during the transitional period. Other appropriate local bodies will be involved in the development of this programme.

9. The Centre's programme on information also envisages the establishment of a human rights documentation centre open to the public, which will accommodate United Nations official documents, human rights publications and literature in both Khmer and other languages. The implementation of this project will require prior training of documentalists and other personnel who will be assigned to the

Centre's office in Cambodia. For the moment, a small resource centre of United Nations, NGO and other human rights publications is being established on the premises of the Cambodia Office.

10. One of the objectives of this component of the programme is to include human rights in the Cambodian formal educational system. Training of teachers is envisaged in order to enable them to address human rights issues in primary and secondary schools. The Centre will also organize courses in human rights law for university professors and students. This might eventually lead, once properly trained local human resources are available, to the establishment of a Human Rights Chair.

11. Teaching materials (in Khmer) for the use of both teachers and children will be prepared, in close cooperation with local NGOs specialized in this field. This will allow the Centre to develop materials responding to the particular needs and capacities of Cambodian society. The Cambodia Office is currently funding a local NGO to develop and produce a human rights curriculum for the primary and secondary school systems.

12. The production of an undergraduate university textbook in Khmer on the international human rights standards and the international machinery for the protection of human rights is also envisaged.

13. Popular education in human rights in non-formal settings will also be developed. It is envisaged, in particular, to create awareness among the public at large of general human rights issues, popular participation, the transition process and the democratic functioning of society. Materials appropriate to varying levels of literacy of the targeted groups will be produced.

14. The Cambodia Office assisted in the planning of International Human Rights Day celebrations in Cambodia to commemorate the forty-fifth anniversary of the Universal Declaration of Human Rights on 10 December 1993. The Office operated an information booth at the event and handed out information material, including posters and pamphlets, to the public. On that occasion, the Centre for Human Rights was awarded a human rights prize by 14 Cambodian NGOs in recognition of its efforts to establish the Cambodia Office and of the importance of the work which is being carried out by the Office in the country.

2. Assistance to the Government of Cambodia, at its request, in meeting its obligations under the human rights instruments recently acceded to, including the preparation of reports to the relevant monitoring committees

15. Specific assistance to the Government in the preparation of reports for submission to the human rights treaty bodies is a crucial element of the Centre's programme. The Centre has already provided assistance for the participation of three Cambodian officials from the Ministry of Foreign Affairs and the Ministry of Justice in a training course on reporting obligations organized in Geneva from 22 to 26 November 1993.

16. In addition, a seminar for senior officials to discuss reporting procedures was held in February 1994 at Phnom Penh. Participants in the seminar issued a statement recommending the establishment of an inter-ministerial committee to coordinate the preparation of the reports. In order to assist the national authorities in meeting their treaty obligations under the United Nations conventions on human rights, the Cambodia Office has initiated the translation of the Manual of Human Rights Reporting Obligations into Khmer.

17. The necessary long-term internal capacity in this field will also be achieved through the provision of international experts who will work in the country with the relevant ministries.

18. The Centre may also provide its assistance to the Government for the elaboration of a national action plan identifying measures to be taken by the Government to improve the promotion and protection of human rights in the country.

3. Assistance with the drafting and implementation of legislation to promote and protect human rights

19. The Centre is already providing assistance to the Cambodian Government in the elaboration and implementation of national laws involving human rights issues, to ensure their compliance with international human rights standards. In particular, the Centre is providing advice on the press law, the laws on criminal procedure, the laws on demonstrations and immigration laws. Further areas of assistance which can be envisaged include the civil code, legislation on prisons and prison regulations, the legislative regulation of land, citizenship, immigration, family and any other areas requested by the Government.

20. The Cambodia Office organized and conducted a two day seminar on mediating land disputes on 15 and 16 December 1993 for over 30 participants.

4. Provision of support to bona fide human rights groups in Cambodia

21. Assistance to Cambodian NGOs and other important components of civil society will take different forms.

22. Training of local human rights associations on functions and procedures of the existing United Nations human rights monitoring mechanisms and on how to use them to contribute to the effective protection of human rights and relevant information and documentation are provided. A workshop on these issues was held in November 1993 and others will follow. A seminar on "Human Rights and Development" was held on 28 February 1994.

23. Technical assistance is being provided to an international NGO to develop a human rights curriculum to be used for training international and local NGOs so they can incorporate human rights concepts into development and training programmes.

24. In order to enhance public awareness and assist in the formation of informed public opinion on the nature of the reforms in the field of the administration of justice that are to take place in Cambodia, the Cambodia Office has also worked with the NGOs to help them understand some of the issues involved. A seminar was organized in November 1993 on various aspects of the administration of justice for this purpose.

25. Support will be provided to local NGOs for the implementation of their own programmes. Priority will be given to areas of activity which relate to particularly urgent human rights needs in Cambodia, such as the development of programmes for women, children, minorities and disabled persons, and training of NGOs on monitoring techniques. Another area will be support for the trauma assistance programme to help local groups to deal with cases of trauma resulting from human rights abuses and to support victims of human rights violations. Efforts will also be made to strengthen the links of local non-governmental organizations with international organizations and their networking capacity, especially within the Asian region. In order to perform these activities more effectively, the Centre aims to establish a network of human rights officers in the 21 Cambodian provinces. Their primary functions would be to provide support, training and information services to the local communities, and in particular to NGOs, which would otherwise be working in isolation.

26. In addition, several aspects of the Centre's programme in the areas of education and information will be implemented in close cooperation with local non-governmental organizations.

5. Contribution to the creation and/or strengthening of national institutions for the promotion and protection of human rights

27. Technical assistance and advisory services are being provided to the recently established Human Rights Commission of the National Assembly, inter alia, in the drafting of its mandate and rules of procedure, as well as guidelines for receiving, dealing with and responding to complaints of human rights violations.

28. Assistance has also been provided to the Commission on Legislation of the National Assembly in the drafting of its mandate. The Commission has also invited the Cambodia Office to offer advice on ways of implementing its mandate. Subsequently, the Office assisted in the creation of a legal drafting office of the Commission.

29. While these activities will continue, other forms of assistance, such as seminars for members of the National Assembly on the incorporation of human rights standards into national legislation, will be organized.

30. Assistance is also envisaged on the establishment of a national institution specifically responsible for the promotion and protection of human rights (national commission/ombudsman), including the selection of the most appropriate model, taking into consideration Cambodian national conditions and its legal, sociocultural and political framework.

6. Assistance with the training of persons responsible for the administration of justice

31. The expertise of judges from countries where an independent judiciary has already been developed will be made available to the Cambodian courts at all levels (Supreme Court, Courts of Appeal, Municipal Courts). It is envisaged that a number of judges, preferably from the Asian region, will spend three months working directly with Cambodian judges (judicial mentors). When possible, Cambodian magistrates living abroad will be involved for these activities. This will have the advantage of avoiding the need for interpretation and cultural preparation, allowing a more direct communication (including explanation of legal concepts and terminology) between trainers and trainees.

32. Specialized training on the principles of the independence and impartiality of the judiciary, fair trial and other human rights aspects of the administration of justice will be organized by the Centre, including in cooperation with the Cambodian École Royale de l'Administration. Training of prosecutors, with a view to effectively introducing in the Cambodian justice system the United Nations Guidelines for the Role of Prosecutors, will be undertaken.

33. In this connection, a seminar on the administration of justice was organized in January 1994 by the Cambodia Office to identify the main problems relating to the implementation of criminal law, with particular reference to the coordination between the police and the courts. Participants included senior officers from the Ministry of Interior, judges and prosecutors nominated by the Ministry of Justice including the Chief Justice of the Supreme Court, and members of Parliament including the Chairperson of the Commission on Human Rights of the National Assembly.

34. It is also envisaged that a number of Cambodian judges and prosecutors will be temporarily placed (for a period of about two months) with counterpart institutions in other jurisdictions. Preference will be given to placement in Asian countries. This will allow the selected persons to follow closely the work of their foreign colleagues and gain first-hand comparative experience. Differences and shortcomings will be more easily identified and the importance of reform better understood at a practical level.

35. Training to human rights defenders and paralegals will be provided, with a view to supplementing the few lawyers presently existing in the country. The Cambodia Office has established a routing relationship with the Cambodian Defenders Association to assist them in performing their functions in the courts in an effective manner. In addition, a seminar was held in November 1993 to identify and discuss solutions to major problems encountered by the defenders in the performance of their work.

36. Documentation and literature on international human rights, including jurisprudence of human rights bodies, will be provided to the courts.

37. Assistance will be given to strengthen the law faculty through the provision of documentation, training to law professors and students and scholarships to qualified Cambodian students to pursue legal study.

38. Specialized training on the role of police in a State, international standards on the proper treatment of prisoners and detainees and on other human rights aspects in the administration of justice will be organized by the Centre. Advisory services for the reform of prison legislation and regulations will also be provided.

39. A series of training programmes within the criminal justice system, especially in the areas of police and prison reform, for officials of the Ministry of Justice and Ministry of Interior is being organized. A country-wide programme of consultation and training will be undertaken in 13 prisons from March to July 1994. This will be followed by a seminar on reform of the prison system. A similar process of consultation and training will be conducted for the police system. Several local human rights NGOs have received permission to train police and the Cambodia Office of the Centre for Human Rights is providing an eight-day training programme for these groups to assist their work.

40. In order to develop national structures which will in the long term be able to ensure the protection of human rights in the country, the Centre may assist the Government in establishing an Institute of Criminal Justice, which would be responsible for developing and implementing research and training programmes in human rights for police and prison personnel. The Institute would be run by Cambodian trainers.

B. Activities of the Special Representative of the Secretary-General on the human rights situation in Cambodia

41. On 23 November 1993, the Secretary-General appointed Justice Michael Kirby as his Special Representative for Human Rights in Cambodia.

42. Shortly after his appointment, the Special Representative held consultations at Geneva on 30 November 1993 with staff of the Centre for Human Rights, and a programme of activities for 1994 was agreed upon. Subsequently, Justice Kirby presented, as requested by the Commission on Human Rights in its resolution 1993/6, a report to the General Assembly in December 1993 (A/48/762).

43. The Special Representative had in Geneva, on 13 January 1994, an introductory meeting with representatives of Member States. He also met with representatives of a number of United Nations bodies and agencies, and of international organizations having offices or programmes in Cambodia, as well as with representatives of international and non-governmental organizations which have been following human rights developments in Cambodia before, during and after the transitional period and are implementing, and/or planning to implement, activities in the country. During his visit to Paris, the Special Representative met with representatives of the French Government.

44. From 21 to 28 January 1994, the Special Representative visited Cambodia. He met the two Prime Ministers, the Deputy Prime Minister and Minister for

Foreign Affairs and Cooperation, the Minister and the Vice Minister of the Interior, the Minister of Justice, the Minister of Defence, the Minister of Education and the Minister of Information, to discuss his mission and mandate, the Centre for Human Rights programme of activities in Cambodia, as well as the human rights situation in the country.

45. The Special Representative met members of the Human Rights Commission of the National Assembly and the Chairman of the Phnom Penh Municipal Court. He also visited the court and a prison in Battambang Province and had discussions with officials and members of non-governmental organizations there. The Special Representative paid a visit to the Faculty of Law and Economics of Phnom Penh University and toured King Sihanouk Hospital in Phnom Penh.

46. He was briefed by representatives of Cambodian human rights organizations as a group, and met some of their leaders on an individual basis.

47. During his mission, a meeting was held with representatives of United Nations agencies and international organizations working in Cambodia to discuss the current human rights situation and their activities in that area. The Special Representative also met formally and informally with representatives of the diplomatic community.

48. In Bangkok, the Special Representative had meetings with the Deputy Director of the Department of International Organizations and the Director of the Asia and Pacific Department of the Ministry of Foreign Affairs of the Kingdom of Thailand.

49. The Special Representative submitted a report on the situation of human rights in Cambodia, as requested by the Commission on Human Rights in its resolution 1993/6, to the Commission on Human Rights at its fiftieth session (February-March 1994).

50. The Cambodia Office provided substantive and organizational support to the Special Representative during his mission to Cambodia. Substantive support in the preparation of the report of the Special Representative was also provided by the staff of the Centre for Human Rights in Geneva.

51. The next mission of the Special Representative to Cambodia is scheduled for the end of July 1994 for a period of three weeks.

C. Consultations with the Cambodian Government

52. In resolution 1993/6, the Commission on Human Rights requested the Secretary-General to communicate the contents of its resolution to, and seek the consent and cooperation of the newly elected Government of Cambodia to facilitate the tasks of the Special Representative and the Centre for Human Rights in the fulfilment of their respective mandates.

53. By letters dated 5 October 1993, the Assistant Secretary-General for Human Rights wrote to the First Prime Minister of the Royal Government of Cambodia and to the Second Prime Minister to communicate the contents of resolution 1993/6

and to seek, pursuant to that resolution, the consent of the Government and its cooperation to facilitate the task of the Special Representative and the Centre for Human Rights in the fulfilment of their respective mandates.

54. The First Prime Minister and the Second Prime Minister took note of the contents of Commission on Human Rights resolution 1993/6 and expressed the full support and cooperation of the Royal Government of Cambodia to facilitate the tasks of the Special Representative of the Secretary-General and the Centre for Human Rights in fulfilment of their respective mandates.

55. The full support and cooperation of the Royal Government of Cambodia was reiterated by the Minister of Information in his statement before the Commission on Human Rights on 2 March 1994. The Minister welcomed the presence of the Centre for Human Rights in Cambodia and stated that Cambodia needed the Centre's assistance and cooperation in the promotion of the respect for and understanding of human rights.

56. A draft legal text on the operation of the Office of the Centre for Human Rights in Cambodia and the implementation of a human rights technical cooperation programme is under consideration by the Government.

57. The draft text describes the different components of the programme of the Centre for Human Rights in Cambodia and defines the respective responsibilities of the United Nations and of the Government of Cambodia in the implementation of the programme. It also contains a number of provisions on the legal arrangements applicable to project activities, including privileges and immunities of persons participating, in any capacity, in the human rights activities of the United Nations covered by the agreement, claims against the United Nations, settlement of disputes and others.

D. Integration with other United Nations activities

58. Since the commencement of its operations, the Centre has established contacts with other United Nations agencies present in Cambodia, including the United Nations Children's Fund (UNICEF), the United Nations Educational, Scientific and Cultural Organization (UNESCO) and UNDP, with a view to coordinating the implementation of its programme of activities with those of these organizations in human rights-related areas. Inter-agency meetings have been held at Geneva and Phnom Penh prior, during and after the mission of the Special Representative in Cambodia, in order to exchange information on the respective programmes and to ensure effective coordination. In Phnom-Penh, cooperation has been developed with UNICEF for the elaboration of joint programmes in the field of children's rights and reporting obligations under the Convention on the Rights of the Child; in the field of education, freedom of expression and cultural rights; and with UNDP which has provided logistic, financial and administrative support to the Centre in the establishment phase. Discussions are in process to integrate human rights components/considerations in the development programmes implemented in Cambodia by various agencies.

E. Workload of the Cambodia Office

59. The Centre for Human Rights has received a comprehensive mandate to continue a number of activities that were carried out by UNTAC's Human Rights Component, such as management of the implementation of educational programmes; assistance with training of persons responsible for the administration of justice; provision of support to bona fide human rights groups in Cambodia; implementation of new activities such as assisting the Government in meeting its obligations under the human rights instruments recently acceded to, including the preparation of reports to the relevant monitoring committees (Cambodia is party to 11 major human rights instruments); contributing to the creation and/or strengthening of national institutions for the promotion and protection of human rights; and assistance in the elaboration of legislation to promote and protect human rights.

60. In addition, the Cambodia Office of the Centre for Human Rights maintains regular contacts with the Government and people of Cambodia and collects relevant information regarding the human rights situation in Cambodia.

61. UNTAC's Human Rights Component had a staff of 93 which comprised: 20 Provincial Human Rights officers stationed in the provinces; 11 Professional officers stationed in Phnom Penh; 5 United Nations volunteers; 2 police trainers; 5 internationally recruited General Service and 50 locally recruited General Service staff. For the Centre for Human Rights Office in Cambodia 28 staff are proposed: 8 Professional officers; 2 internationally recruited General Service and 18 locally recruited General Service staff.

62. The Cambodia Office of the Centre for Human Rights is also planning to provide backstopping for a provincial network of human rights officers who will implement human rights promotional activities in the provinces. Such activities will include human rights information and education training to local government officers, police, military, prison authorities and courts on a regular basis. Discussions have been held with the United Nations Volunteers programme to this effect.

F. Resource requirements

63. In order to carry out the mandates entrusted to the Centre within the framework of the objectives contained in Commission on Human Rights resolution 1993/6, the Cambodia Office of the Centre for Human Rights will require the continuation throughout 1994-1995 of the eight Professional posts included in the revised estimates arising out of Economic and Social Council decision 1993/254 (A/C.5/48/19, paras. 44-52), as follows:

(a) Head of the Office (P-5), responsible for managing, coordinating and supervising activities of the Office; assisting the Cambodian authorities in the elaboration and implementation of human rights technical assistance activities; maintaining relations with the Government, intergovernmental organizations and non-governmental organizations; assisting the Special Representative of the Secretary-General; ensuring coordination with the Centre for Human Rights in

Geneva; managing the Trust Fund for a Human Rights Education Programme in Cambodia;

(b) Assistant to the Head of the Office (P-3), to assist the Head in collecting and analysing information and maintaining a database on activities dealing with the implementation of United Nations human rights activities in Cambodia, and the preparation of periodic reports; organizing the Special Representative's visit to Cambodia, including meetings and contacts with Cambodian national authorities, national institutions, representatives of international organizations and NGOs; drafting regular reports on the human rights situation for the Head of the Office;

(c) Legal assistance. An officer (P-4), responsible for providing and/or facilitating technical assistance in the development of legislation, the strengthening of the administration of justice and the establishment and functioning of national institutions for the promotion and protection of human rights; providing legal advice to the Special Representative of the Secretary-General and to the Head of the Office; and one legal officer (P-3), responsible for assisting in providing advisory services in the development of domestic legislation in conformity with the provisions of international human rights instruments; making legislative comparative analysis; identifying areas for legal reform, revision or elaboration of texts of laws;

(d) Training, information and education. A Chief of Unit (P-4), responsible for developing, conducting and managing the education, training and information programmes in the field of human rights; providing substantive and organizational aspects of the training of government officials, members of the judiciary, lawyers, police, prison and military personnel, members of non-governmental organizations; promoting human rights education at the primary, secondary and university levels; providing assistance to the Cambodian Government in the preparation of the reports to the United Nations bodies under international human rights treaties. The Chief of this Unit is assisted by one education officer and one information officer. One officer (P-4) is responsible for organizing briefings to government officials on monitoring procedures under the international human rights treaties; coordinating translation of United Nations publications and human rights instruments into the local language; providing substantive and technical support to Cambodian non-governmental organizations and Cambodian branches of international organizations; providing assistance to NGOs in implementing human rights projects; coordinating with local and international NGOs and providing briefings, information and documentation. One officer (P-3) is responsible for providing substantive support for the development of education and training programmes; assisting and organizing training of government officials, police, prisons and military personnel in human rights; assisting in developing human rights education at the primary, secondary and university levels, as well as non-formal education; preparing and overseeing the preparation of information materials on human rights; assisting in the publication of media materials suitable to Cambodia; preparing press releases, briefings and reports; maintaining a human rights reference library;

(e) Administrative Unit. An administrative officer (P-4), responsible for the administrative, personnel and financial matters related to the field office;

maintaining the accounts and inventory control; managing the Office's transport requirements; coordinating financial and administrative matters under the Trust Fund for a Human Rights Education Programme in Cambodia; providing budgetary and financial advice to the Head of the Office in the administration of the Fund; preparing financial reports of the Fund; coordinating with the Centre for Human Rights in Geneva and the other United Nations offices on administrative, financial and personnel matters;

(f) Two internationally recruited General Service posts and 18 locally recruited local-level posts, including 6 secretaries, 1 receptionist, 5 administrative assistant/clerks, 4 translators/interpreters, and 2 drivers. Eleven General Service posts (5 international and 6 locally recruited) were initially proposed. Based on the experience of the past months, the number of internationally recruited General Service should be reduced from 5 to 2 while the number of locally recruited General Service should be increased from 6 to 18;

Non-post items

(g) Provision should also be made available for four work-months of consultants to be made available to the national authorities in connection with the elaboration of draft laws to be adopted by the National Assembly;

(h) Temporary assistance would be required for securing the services of short-term staff, particularly during field trips;

(i) Funds for travel of the Special Representative are required to enable him to travel to Phnom Penh and to Geneva to report to the Commission on Human Rights, and to New York to report to the General Assembly. The Special Representative is not a United Nations staff member and receives no emoluments. The Organization, however, meets his travel costs when he travels as Special Representative;

(j) Travel of the staff based in Phnom Penh within Cambodia to implement human rights activities in the country. The full staff of the Cambodia Office is based in Phnom Penh. The effective implementation of the mandate of the Centre in Cambodia requires frequent outreach activities in order to advance the promotion and protection of human rights in all Cambodian provinces. Such activities include training exercises and provision of education and information at the provincial level;

(k) Provision is also required for travel of field staff to participate in fund-raising meetings on Cambodia which are held outside the country.

64. The requirements of the Cambodia Office, in terms of office automation, (including linkage with the Centre for Human Rights in Geneva), communication and transportation equipment, are as follows:

Office automation equipment

20 desktop computers, including software and printers; 2 laptop computers; 1 Lan file server; 1 photocopy machine;

Communications and other equipment

1 fax machine; 2 portable telephones; 12 hand-held radios; 1 generator; office furniture;

Transportation equipment

7 vehicles.

65. The following items have been obtained from UNTAC: 7 vehicles, 15 desktop computers and printers, 2 laptop computers, 1 photocopy machine, 1 fax machine, 1 generator and some furniture for the office.

Premises and office space

66. Funds would be required for the rental of office space as well as for maintenance, utilities, communications, supplies and other general operating expenses as detailed below. Free premises are not being provided.

67. The total requirements are estimated at US$ 2,384,100 for the biennium 1994-1995. These requirements are broken down as follows:

		United States dollars
Posts		
1 P-5	230 600	
4 P-4	788 000	
3 P-3	500 600	
20 General Service	310 000	
General temporary assistance		
20 work-months		10 000
Consultants (4 work-months)		40 400
Travel of the Special Representative		61 600
(i) 2 round trips Sydney/New York to report to the General Assembly (5 working days each)	16 400	
(ii) 2 round trips Sydney/Geneva to report to the Commission on Human Rights (5 working days each)	13 600	
(iii) 4 round trips Sydney/Phnom Penh (10 working days each)	22 600	
(iv) 2 round trips in the region for consultations (5 working days each)	9 000	

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		United States dollars
Travel of staff		96 100
(i) Travel of staff within Cambodia		
2 trips per month, 1 staff member (5 working days each)	20 000	
(ii) Travel of staff outside Cambodia		
4 round trips Geneva/Phnom Penh by 1 staff to accompany Special Representative (10 working days each)	24 000	
2 round trips Geneva/New York by 1 staff to accompany Special Representative (5 working days each)	7 700	
2 round trips for 1 staff to participate in fund-raising meetings (3 working days each)	8 400	
6 round trips Phnom Penh/Geneva or Geneva/ Phnom Penh of 1 staff for consultations at the Centre or in Phnom Penh (5 working days each)	36 000	
General operating expenses		247 000
It is estimated than an amount of $247,000 will be required to cover the rental and maintenance of premises ($72,000), utilities ($40,000), communications ($96,000), maintenance of vehicles ($24,000) and miscellaneous services ($15,000)		
Supplies and materials		40 000
Office, reproduction, library, data-processing and training supplies		
Acquisition of furniture and equipment		59 800
1. Additional office furniture	10 000	
2. EDP equipment		
5 computers with software, printers and peripherals	20 000	
1 LAN server	10 000	

		United States dollars
3.	Communications equipment	
	2 portable telephones	3 200
	12 hand-held radios	12 600
4.	Other equipment	
	First aid, security and transportation equipment	4 000
	GRAND TOTAL	2 384 100

68. In addition it is estimated that $338,200 would be required under section 28 (Staff assessment) to be offset by the same amount under income section 1 (Income from staff assessment).

69. As mentioned above, the provision of $550,000 has been made in the programme budget for the biennium 1994-1995 under section 21 (Human Rights) to cover the requirements relating to the continued United Nations human rights presence in Cambodia. Therefore, it is estimated that additional requirements of $1,834,100 would arise under section 21 of the programme budget for the biennium 1994-1995. Furthermore, an amount of $338,200 would be required under section 28 (Staff assessment), to be offset by the same amount under income section 1 (Income from staff assessment).

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A

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FIFTH COMMITTEE
Agenda items 123 and 31

PROGRAMME BUDGET FOR THE BIENNIUM 1994-1995

THE SITUATION OF DEMOCRACY AND HUMAN RIGHTS IN HAITI

Programme budget implications of draft resolution A/48/L.57

Statement submitted by the Secretary-General in accordance with rule 153 of the rules of procedure of the General Assembly

A. Requests contained in the draft resolution

1. Under the terms of operative paragraphs 1, 2, 3 and 10 of draft resolution A/48/L.57, the General Assembly would:

(a) Approve the recommendation of the Secretary-General contained in his report 1/ to renew the mandate of the joint participation of the United Nations with the Organization of American States in the International Civilian Mission to Haiti, with the task of verifying compliance by Haiti with its international human rights obligations, with a view to making recommendations thereon, in order to assist in the establishment of a climate of freedom and tolerance propitious to the re-establishment of democracy in Haiti;

(b) Decide to authorize the extension of the mandate of the United Nations component for an additional year according to the terms of reference and modalities negotiated with President Aristide by the Special Envoy of the Secretary-General;

(c) Request the Secretary-General to take the steps necessary to expedite and strengthen the presence of the International Civilian Mission to Haiti;

(d) Request the Secretary-General to submit to the General Assembly regular reports on the work of the International Civilian Mission to Haiti.

B. Activities by which the proposed requests would be implemented

2. The General Assembly, in its resolution 47/20 B of 20 April 1993, approved the report of the Secretary-General 2/ and the recommendations contained therein for United Nations participation, jointly with the Organization of American States (OAS), in the International Civilian Mission to Haiti (MICIVIH). Subsequently it approved, under the regular budget an appropriation of $13,183,500 for the biennium 1992-1993. For 1994-1995, the Secretary-General requested an appropriation of $5,936,400 for the continuation of the mission for the period 1 January to 31 March 1994 and the Assembly approved an appropriation of $4.0 million under section 4 (Peace-keeping operations and special missions) of the programme budget for the biennium 1994-1995.

3. Should the General Assembly adopt draft resolution A/48/L.57, the financing of the International Civilian Mission to Haiti would be extended through 31 March 1995. The mission's main objective would continue to be to verify respect for human rights as laid down in the Constitution of Haiti and the international instruments to which Haiti is party, especially the International Covenant on Civil and Political Rights and the American Convention on Human Rights. The mission would devote special attention to observance of the right to life, to the integrity and security of the person, to personal liberty, to freedom of expression and to freedom of association.

4. The International Civilian Mission to Haiti would continue to include a United Nations and an OAS contingent of observers of approximately equal strength, and every effort would be made to coordinate and harmonize the functioning of both groups in carrying out the mandate of the mission. The staffing rules and regulations of both the United Nations and OAS would apply to the respective international staff of the two contingents.

5. The staffing for the United Nations component of the mission currently includes one post at the Under-Secretary-General level for the Special Envoy, one at the D-2 level for the Director of Human Rights, 186 other international staff, including 135 human rights observers, and 254 local staff. No changes are proposed to this staffing table. OAS is responsible for meeting the staff costs of the Executive Director of the Mission at the Assistant Secretary-General level and of another 151 international staff, including 133 human rights observers, to be provided by them.

6. MICIVIH had suspended operations in Haiti since 15 October 1993 because of the deteriorating security situation, at which time some 121 mission staff were evacuated to Santo Domingo. During the period of evacuation, a core group of 22 administrative personnel was maintained at Port-au-Prince. Between 26 January and 13 April 1994, 38 United Nations and OAS observers returned to the capital to restore limited human rights monitoring. No serious incidents having been noted since the resumption of the observers' activities, security measures were relaxed, and, on 1 March 1994, the Mission moved from phase IV (maximum security) to phase III. The Secretary-General of OAS has since begun returning further OAS observers who had remained in Santo Domingo to Haiti.

7. It is proposed to phase in the full staffing complement of the Mission gradually through the end of the year, in accordance with the proposed deployment schedule shown in annex III.

C. Additional requirements at full cost

8. Should the General Assembly adopt draft resolution A/48/L.57, the estimated requirements for the United Nations for the extension of the mandate of the International Civilian Mission to 31 March 1995, would amount to $18,707,700 net of staff assessment, of which $16,596,300 relates to personnel costs such as salaries, fees, travel and related allowances and the balance ($2,111,400) to operational costs such as premises, vehicles and communications equipment. These requirements are summarized below, and further details are provided in annex I.

	United States dollars
Personnel costs	
Salaries	9 018 600
Common staff costs	3 336 800
Mission subsistence allowance	4 067 000
Consultants	54 700
Travel on official business	119 200
Rental and maintenance of premises	267 200
Rental and maintenance of vehicles	868 300
Communications	120 000
Miscellaneous supplies and services	147 800
Freight and related charges	36 000
Public information/human rights education	237 200
Acquisition of furniture and equipment	244 200
Acquisition of communications equipment	190 700
Total	18 707 700

9. Based on information provided by the secretariat of the Organization of American States, it is understood that the requirements related to that organization's participation in the Mission for the period 1 May 1994 to 30 April 1995 are estimated at $14,991,000 for staff and other objects of expenditure. These estimates are summarized below:

	United States dollars
International contracts	8 265 600
Hardship/danger pay	2 700 000
Travel and training related expenses	542 100
Insurance	382 500
Equipment and supplies	1 732 700
Office space, maintenance and utilities	396 600
Public information/civic education	200 000
Humanitarian activities	57 600
Contingency fund	713 900
Total	14 991 000

D. Potential for absorption

10. The General Assembly approved an appropriation of $4 million for the operation of MICIVIH for the period from 1 January to 31 March 1994. Owing to the low level of operations during that period, it is estimated that $2,558,800 out of the $4 million will be available to offset part of the additional requirements for the extension of the United Nations component of the Mission through 31 March 1995. The balance of $16,148,900 (see annex II) cannot be absorbed from within the resources appropriated under section 4 of the programme budget for the biennium 1994-1995.

11. As of 30 April 1994, the Trust Fund for Haiti had received contributions and other income of $1,022,060. Expenditure recorded amounted to $565,000, leaving a balance of $457,060 for activities in support of the Mission. This will be applied against the overall estimates.

E. Indication of additional requirements

12. Should the General Assembly adopt the draft resolution, it is estimated that an additional appropriation of $15,692,000 would be required under section 4 of the programme budget for the biennium 1994-1995.

13. Furthermore, an appropriation of $2,719,600 would be required under section 28 (Staff assessment), offset by the same amount under income section 1 (Income from staff assessment).

F. Contingency fund

14. In annex I to General Assembly resolution 41/213 of 19 December 1986, which sets out the current budget process, paragraph 11 provides, inter alia, that:

> "the revised estimates arising from the impact of extraordinary expenses, including those relating to the maintenance of peace and security, as well as fluctuations in rates of exchange and inflation, shall not be covered by

the contingency fund and shall continue to be treated in accordance with established procedures and under the relevant provisions of the Financial Regulations and Rules."

15. The Secretary-General is of the view that, while not directly related to the maintenance of peace and security, the activities outlined above nevertheless are of an extraordinary nature and should thus be dealt with outside the procedures related to the contingency fund, as provided for in paragraph 11 of annex I to General Assembly resolution 41/213, as was done in 1992-1993.

G. Summary

16. Should the General Assembly adopt draft resolution A/48/L.57, an additional appropriation of $15,692,000 would be required under section 4 of the programme budget for the biennium 1994-1995. In addition, an appropriation of $2,719,600 would be required under section 28, to be offset by the same amount under income section 1.

Notes

1/ A/48/931.

2/ A/47/908.

Annex I

BUDGET ESTIMATES FOR THE EXTENSION OF THE INTERNATIONAL CIVILIAN MISSION TO HAITI TO 31 MARCH 1995

(Thousands of United States dollars)

	Estimated cost
A. Personnel	
1. Temporary posts (salary and common staff costs)	12 355.4
Provision is made for the continuation of 1 Under-Secretary-General and 187 international posts for a total of 188 posts plus 254 posts at the local level. The deployment schedule is shown in Annex III.	
2. Consultancies	54.7
Provision is made for 150 consultancy days. The consultants will be engaged by the Mission, as required, to cover areas of the substantive functions, where outside expertise will be required.	
3. Mission subsistence allowance	4 067.0
Requirements are estimated based on a mission subsistence allowance daily rate of $123 for 188 international staff, with a supplemental rate of 40 per cent for the Under-Secretary-General and Assistant Secretary-General levels and 15 per cent for D-2 and D-1 levels for the first 30 days for each staff member and a reduced rate thereafter.	
4. Travel of staff	119.2
Requirements relate to travel of the Special Envoy and his staff for briefing, liaison and consultation on the peace process.	

	Estimated cost
B. Operational costs	
1. Rental and maintenance of premises	267.2
Provision is made for rental of three buildings for administrative offices, security services in all office locations, cleaning services, maintenance of premises, and renovation work for the buildings. Utilities are estimated at $1,000 per month ($12,000).	
2. Rental and maintenance of vehicles	868.3
Estimates include vehicle maintenance, petrol, oil and lubricants and vehicle insurance.	
3. Communications	120.0
Provision includes the costs of telephones, cables, pouch services and postage.	
4. Miscellaneous supplies and services	147.8
Provision is made for contractual services for training for new observers; a refresher course for observers; stationery and offices supplies, including supplies and reproduction materials; medical supplies and services, including vaccinations and medical examinations; observer clothing and accoutrements to identify the civilian observers and uniforms for drivers; and other miscellaneous supplies and services, including sanitation materials, subscriptions, and electrical supplies.	
5. Freight and related charges	36.0
This provision would be required to cover freight relating to miscellaneous equipment, supplies and documentation and clearing charges relating to the acquisition of vehicles and equipment. Estimates also include freight charges for vehicles to be shipped from Santo Domingo and El Salvador to Port-au-Prince. No provision has been made for the repatriation of vehicles and equipment on the closure of the mission at this point.	
6. Public information/human rights education	237.2
The estimated requirements would cover production costs, supplies, duplication costs, dissemination costs, and subscription costs.	

	Estimated cost
7. Acquisition of furniture and equipment	244.2
The total provision would cover office furniture and equipment ($42,000); EDP equipment and supplies ($114,200); medical equipment/kits ($14,000); solar energy panels ($24,000); other miscellaneous equipment ($18,000); and workshop equipment ($32,000).	
8. Acquisition of communications equipment	190.7
The proposed provision would cover the cost of a small satellite earth station for direct communication with headquarters; radio network equipment, i.e., four Motorola repeaters to improve the network and repeaters for MICIVIH headquarters to back up the main base station; the re-establishment of regional base communications by installing a new mast and replacing station equipment for four bases; data communication to four regional bases; a radio link for the telephone system required to obtain telephone lines; 20 mobile radios that will be used in the provinces; telephone equipment to upgrade the telephone system of MICIVIH headquarters; and rental of radio equipment (rental of repeaters and sites for radio communications).	
Total	18 707.7

Annex II

JOINT UNITED NATIONS/ORGANIZATION OF AMERICAN STATES MISSION TO HAITI ESTIMATED REQUIREMENTS OF THE UNITED NATIONS COMPONENT FROM JANUARY 1994 TO MARCH 1995

(Thousands of United States dollars)

	(1) Current appropriation	(2) Estimated additional requirements	(3) Anticipated savings from current appropriations	(4) Net additional requirements (2) - (3)	(5) Total requirements (1) + (4)
Consultants	40.0	54.7	(37.8)	16.9	56.9
Temporary posts	1 754.5	9 018.6	(1 066.6)	7 952.0	9 706.5
Common staff costs	744.0	3 336.8	(559.8)	2 777.0	3 521.0
Mission subsistence allowance	984.0	4 067.0	(611.3)	3 455.7	4 439.7
Travel of staff	48.1	119.2	(32.0)	87.2	135.3
Rental of premises	69.4	267.2	8.9	276.1	345.5
Rental of aircraft	19.6	-	(19.6)	(19.6)	-
Rental of vehicles	130.4	4.0	(83.0)	(79.0)	51.4
Communications	5.0	120.0	-	120.0	125.0
Maintenance of vehicles	-	136.6	-	136.6	136.6
Miscellaneous supplies and services	-	147.8	3.4	151.2	151.2
Freight and related costs	15.0	36.0	(11.2)	24.8	39.8
Vehicle insurance	-	47.3	-	47.3	47.3
Supplies and materials	50.0	-	(42.7)	(42.7)	7.3

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	(1) Current appropri-ation	(2) Estimated additional require-ments	(3) Anticipated savings from current appropri-ations	(4) Net additional require-ments (2) - (3)	(5) Total require-ments (1) + (4)
Petrol, oil and lubricants	-	680.4	-	680.4	680.4
Public information/ human rights education	80.0	237.2	(80.0)	157.2	237.2
Office equipment and furniture	60.0	42.0	(27.1)	14.9	74.9
EDP equipment and software	-	114.2	-	114.2	114.2
Workshop equipment	-	32.0	-	32.0	32.0
Communications equipment	-	190.7	-	190.7	190.7
Medical equipment and kits	-	14.0	-	14.0	14.0
Solar energy panels	-	24.0	-	24.0	24.0
Other miscellaneous equipment	-	18.0	-	18.0	18.0
Total	4 000.0	18 707.7	(2 558.8)	16 148.9	20 148.9

Annex III

JOINT UNITED NATIONS/ORGANIZATION OF AMERICAN STATES MISSION TO HAITI

PROPOSED DEPLOYMENT FROM 1 JUNE 1994 TO 31 MARCH 1995

	Current authorized strength	On board	June	July	August	September	October	November	December	Actual total strength
USG	1	1								1
ASG	0									0
D-2	1				1					1
D-1	3				1	1	1			3
P-5	10	1		2		3	2	2		10
P-4	54	5		5	10	5	10	10	9	54
P-3	50	2		5	5	10	5	10	13	50
P-2	45	11		3	10	10	5	3	3	45
Subtotal	164	20		15	27	29	23	25	25	164
GS	13	9		4						13
FS	9	5		1		3				9
SS	2	2								2
Subtotal	24	16		5		3				24
Local	254	80		30	30	30	30	34	20	254
Grand total	442	116	0	50	57	62	53	59	45	442